

PROXY AND VOTING INSTRUCTIONS

I/We _____

(Name of shareholder(s))

(Address and telephone number in the event of inquiries)

hereby appoint _____,

(Name of proxy, Place of residence)

to represent me/us at the general meeting of Zumtobel Group AG on 24 July 2020, at 10 am in Dornbirn and to exercise my/our voting rights for _____ shares (ISIN AT0000837307) (in case of omission, the number of shares announced in the deposit confirmation will be authorized).

Furthermore, I/we instruct him/her to exercise or arrange for the exercise of my/our voting rights on the proposals made by the Management Board and Supervisory Board as follows:

		In favour	Against	Abstention
Top 2:	Appropriation of profit for the 2019/2020 financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Top 3:	Resolution to release from liability the members of the Management Board and Supervisory Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Top 4:	Remuneration policy for members of the Management Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Top 5:	Remuneration policy for members of the Supervisory Board and remuneration of the Supervisory Board for the 2020/2021 financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Top 6:	Election of the auditor for the 2020/2021 financial year PwC Wirtschaftsprüfung GmbH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Top 7:	Elections to the Supervisory Board			
	Election of Mr. Volkhard Hofmann	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Election of Mr. Christian Beer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If I/we do not issue any instructions or issue unclear or contradictory instructions (even on individual agenda items), the proxy will abstain from voting.

_____ on _____ 2020 _____
Place Date Signature/for companies, authorized signature